

Message Text

SECRET

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ACTION NEA-10

INFO OCT-01 ISO-00 ONY-00 /011 W
----- 007916 /10
P 150915Z DEC 76
FM AMEMBASSY KABUL
TO SECSTATE WASHDC PRIORITY 601

S E C R E T SECTION 1 OF 2 KABUL 9153

FOR NEA ONLY FROM CHARGE

E. O. 11652: GDS
TAGS: OGEN, AFSP, AF
SUBJECT: COMMENTS ON 1976 INSPECTOR'S REPORT

REF: STATE 291187

1. KABUL COUNTRY TEAM HAS COMPLETED ITS REVIEW OF
INSPECTORS' REPORT AND FINDS ITSELF IN SUBSTANTIAL AGREE-
MENT WITH MOST RECOMMENDATIONS. POST APPRECIATES HAVING
BENEFIT OF INSPECTORS' SUGGESTIONS AND OPPORTUNITY TO
COMMENT ON THE REPORT.

2. COMMENTS ON REPORT ARE KEYED TO RECOMMENDATION NUMBERS.

3. POST COMMENTS:

1: WE LOOK FORWARD TO RECEIVING SAID INSTRUCTIONS.
2: POST HAS COMPLIED, A-92 DATED NOVEMBER 16, 1976.
2.2-1: POST AGREES WITH THIS RECOMMENDATION AND HOPES
THAT THE DEPARTMENT WILL AUTHORIZE A NEW POSITION IN
THE NEAR FUTURE.
2.2-2: THE PERSONNEL OFFICE, WITH THE CURRENT COMPLE-
MENT OF ONE (1) AMERICAN PERSONNEL SPECIALIST AND ONLY
ONE FOREIGN SERVICE LOCAL, HAS A HEAVY WORKLOAD, AND
THEREFORE THE POST STRONGLY TAKES EXCEPTION TO THNS
RECOMMENDATION. THE AMOUNT OF PERSONNEL WORK ENTAILED
IN SUPPORTING A MISSION OF THIS SIZE, WHICH INCLUDES
SUPPORT TO OTHER AGENCIES, REQUIRES THE SERVICES OF A
FULL-TIME PROFESSIONAL PERSONNEL OFFICER.

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SIMILARLY, WE DO NOT CONCUR WITH A CHANGE IN GENERAL

SERVICES STAFFING. THE GENERAL SERVICES SECTION REQUIRES ALL THREE (3) OF ITS PRESENTLY ASSIGNED AMERICAN PERSONNEL. AT THE PRESENT TIME THE BUILDINGS AND MAINTENANCE SPECIALIST IS LOCATED IN A SEPARATE BUILDING APART FROM THE CHANCERY AND SUPERVISES THE LARGE MAINTENANCE STAFF AT THIS FULL SERVICE POST. WITH LONG LINES OF SUPPLY, GOVERNMENT-FURNISHED QUARTERS FOR ALL PERSONNEL AND THE UNAVAILABILITY OF MOST ITEMS ON THE LOCAL MARKET, THE PROCUREMENT AND SUPPLY OFFICER (ASST. GSO) ALSO IS MANDATORY.

2.2-3: POST AGREES WITH THIS RECOMMENDATION.

2.2-4: POST DEFERS TO A/OC AND NEA JUDGMENT ON THIS RECOMMENDATION.

2.2-5: TO FULFILL THIS RECOMMENDATION WOULD REQUIRE KABUL TO ESTABLISH A SUPER GRADE ABOVE ALL OTHER LOCALS AND TCNS. POST FEELS THAT CURRENT CONTRACT ARRANGEMENT IS BEST WAY TO HANDLE THIS UNIQUE POSITION.

2.2-6: POST'S CURRENT LABOR CONTRACT, WHICH BECAME EFFECTIVE OCTOBER 1, 1976, REQUIRES THE CONTRACTOR TO GRANT SICK AND ANNUAL LEAVE BENEFITS TO ALL EMPLOYEES. THE CONTRACTOR ALSO PROVIDES TERMINATION PAY BENEFITS SIMILAR TO THOSE ESTABLISHED IN THE POST'S COMPENSATION PLAN FOR REGULAR LOCAL AND TCN EMPLOYEES.

2.2-7: POST WILL REQUEST PARTIME INTERMITTENT TEMPORARY (PIT) POSITIONS FROM BUREAU WHEN REQUIRED.

2.2-8: POST WILL CONTINUE TO HOLD REGULAR MEETINGS WITH LOCAL EMPLOYEES. ADMINISTRATIVE COUNSELOR AND PERSONNEL SPECIALIST WILL BE IN ATTENDANCE.

2.2-9: THE EMBASSY WILL CONTINUE ITS EFFORTS TO REPLACE TCNS WITH QUALIFIED AFGHAN EMPLOYEES AS VACANCIES OCCUR. EMBASSY CURRENTLY HAS EIGHT (8) TCNS. ONE SENIOR TCN POSITION WAS RECENTLY FILLED BY AN AFGHAN FSL UPON THE RESIGNATION OF TCN.

2.2-10: THE EMBASSY CONSIDERS THE PRESENT LOCATION OF THE CLASS "B" CASHIER TO BE SUPERIOR TO ANY OTHER LOCATION IN THE EMBASSY. THE DOOR TO THE CASHIER'S OFFICE IS ONLY NINE FEET FROM THE MARINE GUARD'S STATION. IT IS LOCATED DIRECTLY OFF THE LOBBY GRANTING FREE BUT OBSERVED ACCESS TO CONTRACTORS AND VENDORS CALLING TO PICK UP PAYMENTS. BY HAVING THE CASHIER'S OFFICE

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ACCESSIBLE TO THE PUBLIC, PERSONS COLLECTING PAYMENT NEED NOT PENETRATE THE SECURITY BARRIERS ON THE FIRST FLOOR. BY HIS CLOSE PROXIMITY, THE MSG IS ABLE TO CONTROL ACCESS TO THE CASHIER'S OFFICE AND TO QUICKLY RESPOND TO ANY EMERGENCY SITUATION. THE CASHIER IS PROVIDED WITH A FOOT-OPERATED ALARM SYSTEM TO THE MSG WHICH IS TESTED REGULARLY.

2.2-11: POST IS CURRENTLY FOLLOWING REGULAR TWO-YEAR

DEPARTMENTAL RECORDS RETIREMENT SYSTEM.

2.2-12: EMBASSY WILL UNDERTAKE A STUDY OF THE FEASIBILITY OF AIR-CONDITIONING THE INNER OFFICES OF THE CHANCERY.

2.2-13: AIR-CONDITIONING IS PRESENTLY BEING INSTALLED IN THE AMERICAN CENTER LIBRARY AND SNACK BAR. PLANS TO AIR-CONDITION THE REMAINDER OF THE CENTER ARE PRESENTLY UNDER CONSIDERATION BY A/FBO.

2.2-14: (A) ANTI-TERRORIST FUNDS HAVE BEEN RECENTLY ALLOTTED TO THE MISSION FOR THE PURPOSE OF ADDITIONAL PROTECTION OF THE MARINE SECURITY GUARD, RECEPTIONIST, AND THE CHANCERY LOBBY. THE ORDERS ARE BEING PLACED AS RAPIDLY AS POSSIBLE. (B) NEW DAY-NIGHT TV CAMERAS ARE EXPECTED TO BE INSTALLED AT THE CHANCERY IN THE SPRING OF 1977. THIS PROJECT IS A PRIORITY OF THE TSO NEW DELHI AND RSO KABUL.

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ACTION NEA-10

INFO OCT-01 ISO-00 ONY-00 /011 W
----- 008397 /11

P 150915Z DEC 76
FM AMEMBASSY KABUL
TO SECSTATE WASHDC PRIORITY 602

S E C R E T SECTION 2 OF 2 KABUL 9153

FOR NEA ONLY FROM CHARGE

(C) THE PRESENT TV SYSTEM GIVES ADEQUATE COVERAGE OF THE ENTRANCE GATE OF THE CHANCERY; HOWEVER, WHEN THE DAY-NIGHT CAMERAS ARE INSTALLED, ONE OF THE PRESENT CAMERAS CAN BE INSTALLED AT THE GATE HOUSE TO PROVIDE ADDITIONAL COVERAGE TO THE STREET IN FRONT OF THE CHANCERY.

(D) A NDE TELEPHONE SYSTEM HAS BEEN ORDERED FOR THE CHANCERY AND THE MSG DESK WILL BE EQUIPPED WITH AN EXTENSION TELEPHONE FOR USE 24 HOURS A DAY.

(E) FULL E&E COMMUNICATIONS ARE NOW AVAILABLE AT THE MSG DESK.

(F) INQUIRIES ARE NOW BEING MADE CONCERNING COST, RELIABILITY, SAFETY AND INSTALLATION OF AN ELECTRONICALLY CONTROLLED CLOSURE GATE FOR THE CHANCERY.

(G) AN EXTENSIVE PHYSICAL SURVEY HAS BEEN COMPLETED FOR USAID AND SECURITY PROJECTS ARE UNDERWAY.

USIS IS NOW IN THE PROCESS OF REMODELING AND MANY PHYSICAL SECURITY IMPROVEMENTS ARE BEING ADDED.
2.2-15: POST AGREES WITH THIS RECOMMENDATION.
2.2-16: THE AMERICAN EMPLOYEES OF THIS MISSION DECIDED TWO YEARS AGO, BY MAJORITY VOTE, THAT THE AMERICAN EMBASSY COMMISSARY AND THE AMERICAN COMMUNITY ASSOCIATION (ACA) SHOULD REMAIN SEPARATE. IT WAS FELT AT THAT TIME THAT COMBINING WOULD BE MIXING APPLES AND ORANGES, AS THE COMMISSARY PROVIDES GROCERIES TO THE COMMUNITY AND THE ACA PROVIDES SOCIAL ACTIVITIES AND A MEETING PLACE. THIS OPINION HAS NOT CHANGED. BOTH THE COMMISSARY AND THE ACA ARE USING CHARTERED ACCOUNTANTS TO PERFORM THE YEARLY AUDIT AND TO OBTAIN ADVICE ON A VALID ACCOUNTING SYSTEM.

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5. POST AGREES. LONG-RANGE PROPERTY PLANS HAVE BEEN SUBMITTED BY THE POST FOR APPROVAL BY A/FBO AND NEA
7F-1: WASHINGTON ACTION.
7F-2: POST AGREES.
10-2: POST SUBMITTED REVISED ACTION IN NOVEMBER 1976 (KABL 8473).
11.2A-1: SEE RESPONSE TO 2.2-16.
11.2A-2: (A) POST DISAGREES WITH RECOMMENDATION TO REDUCE TO ONLY 1,000 ITEMS, AS BASIC AMERICAN ITEMS UNAVAILABLE IN AFGHANISTAN. COMMISSARY BOARD HAS REVIEWED STOCKING OF COMMISSARY AND WILL REDUCE MANY DUPLICATE ITEMS. (B) THIS WAS IN THE PROCESS OF BEING DONE AT THE TIME OF THE INSPECTION. AND AID DIRECT-HIRE ENGINEER IS IN CHARGE OF THE COMMITTEE.
(C) COMMISSARY MANAGER WAS IN PROCESS OF DOING THIS AT TIME OF INSPECTION AND IS CONTINUING THIS PROGRAM.
11.2A-3: COMMISSARY MANAGER AND BOARD IN PROCESS OF DOING THIS.
11.2A-4: EMBASSY DOES NOT UNDERSTAND FIRST PART OF THIS RECOMMENDATION. ALL UNSALEABLE MERCHANDISE HAS BEEN DISPOSED OF AS OF DECEMBER 1976.
11.2B-1: THE AMERICAN COMMUNITY ASSOCIATION IS IN THE PROCESS OF COMPLYING WITH THIS RECOMMENDATION.
11.2B-2: THE AMERICAN COMMUNITY ASSOCIATION BOARD IS IN THE PROCESS OF REVIEWING THIS RECOMMENDATION WITH VIEW TO APPROPRIATELY REVISING CHARGES.
11.2B-3: SEE RESPONSE TO RECOMMENDATION 2.2-16.
11.2C-1: THE SNACK BAR COMMITTEE IS IN THE PROCESS OF COMPLYING WITH THIS RECOMMENDATION.
11.2D-1: DEPARTMENT ACTION.
11.2D-2: THE AMERICAN INTERNATIONAL SCHOOL OF KABL IS IN THE PROCESS OF COMPLYING WITH THIS RECOMMENDATION.
11.2D-3: RECOMMENDATION WILL BE IMPLEMENTED.

11.2E-1: RECOMMENDATION IN PROCESS OF BEING
IMPLEMENTED.
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